

1. Name (Last, First, Middle) <b>SEBALA, PETER G.</b>	2. Social Security Number <b>576-56-4295</b>	3. Date of Birth <b>08-27-1949</b>	4. Effective Date <b>08-11-2002</b>
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<b>FIRST ACTION</b>		<b>SECOND ACTION</b>	
5-A. Code <b>893</b>	5-B. Nature of Action <b>Within-grade Inc</b>	6-A. Code	6-B. Nature of Action
5-C. Code <b>VUL</b>	5-D. Legal Authority <b>5 U.S.C. 5343(e)(2)</b>	6-C. Code	6-D. Legal Authority
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority

7. FROM: Position Title and Number <b>MOBILE EQUIPMENT SERVICER C0342 - 119038</b>						15. TO: Position Title and Number <b>MOBILE EQUIPMENT SERVICER C0342 - 119038</b>					
8. Pay Plan <b>WG</b>	9. Occ. Code <b>5806</b>	10. Grade/Level <b>06</b>	11. Step/Rate <b>01</b>	12. Total Salary <b>\$17.37</b>	13. Pay Basis <b>PH</b>	16. Pay Plan <b>WG</b>	17. Occ. Code <b>5806</b>	18. Grade/Level <b>06</b>	19. Step/Rate <b>02</b>	20. Total Salary/Award <b>\$18.09</b>	21. Pay Basis <b>PH</b>
12A. Basic Pay <b>\$17.37</b>		12B. Locality Adj. <b>\$0</b>		12C. Adj. Basic Pay <b>\$17.37</b>		20A. Basic Pay <b>\$18.09</b>		20B. Locality Adj. <b>\$0</b>		20C. Adj. Basic Pay <b>\$18.09</b>	
14. Name and Location of Position's Organization <b>15 LOGISTICS SUPPORT DV PAC COMMAND: 6R LSDVMG ORG-STR: LSDVMG HICKAM AFB HI 96853-5000 AUTH PAS: HL0RFSXY</b>						22. Name and Location of Position's Organization <b>15 LOGISTICS SUPPORT DV PAC COMMAND: 6R LSDVMG ORG-STR: LSDVMG HICKAM AFB HI 96853-5000 AUTH PAS: HL0RFSXY</b>					

<b>EMPLOYEE DATA</b>					
23. Veterans Preference					
<b>2</b>	1 - None	3 - 10-Point/Disability	5 - 10-Point/Other	6 - 10-Point/Compensable/30%	
	2 - 5-Point	4 - 10-Point/Compensable			
24. Tenure					
<b>0</b>	0 - None	2 - Conditional	25. Agency Use		
	1 - Permanent	3 - Indefinite			
26. Veterans Preference for RIF					
<b>X YES NO</b>					
27. FEGLI					
<b>A0 Ineligible</b>					
28. Annuitant Indicator					
<b>9 Not Applicable</b>					
29. Pay Rate Determinant					
<b>0</b>					
30. Retirement Plan					
<b>2 FICA</b>					
31. Service Comp. Date (Leave)					
<b>06-24-2000</b>					
32. Work Schedule					
<b>F Full-Time</b>					
33. Part-Time Hours Per					
<b>Biweekly Pay Period</b>					

<b>POSITION DATA</b>					
34. Position Occupied					
<b>2</b>	1 - Competitive Service	3 - SES General	35. FLSA Category		
	2 - Excepted Service	4 - SES Career Reserved	<b>N</b>	E - Exempt N - Nonexempt	
36. Appropriation Code <b>124000 27596A</b>					
37. Bargaining Unit Status <b>AF0931</b>					
38. Duty Station Code <b>151885003</b>					
39. Duty Station (City - County - State or Overseas Location) <b>HICKAM A F BASE / HONOLULU / HAWAII</b>					
40. Agency Data					
41.					
42.					
43.					
44. <b>DOD Payroll Office, Pensacola, FL (DE) DE</b>					

45. Remarks  
**Work performance is at an acceptable level of competence.**

**EXHIBIT B**

46. Employing Department or Agency <b>Pacific Air Forces (AF0R)</b>			50. Signature/Authentication and Title of Approving Official  <b>Debra L. Hodge HUMAN RESOURCES SPEC/ASSISTANT</b>	
47. Agency Code <b>AF0R</b>	48. Personnel Office ID <b>2287</b>	49. Approval Date <b>09-06-2002</b>	000031	

## NOTICE TO EMPLOYEE

This is your copy of the official notice of a personnel action. Keep it with your records because it could be used to make employment, pay, and qualifications decisions about you in the future.

**The Action**

- Blocks 5-B and 6-B describe the personnel action(s) that occurred.
- Blocks 15-22 show the position and organization to which you are assigned.

**Pay**

- When the personnel action is an award or bonus, block 20 shows the amount of that one-time cash payment. When the action is not an award or bonus, block 12 shows your former total annual salary, and block 20 shows your new total annual salary (block 20C plus 20D). The amount in blocks 12 and 20 do NOT include any one-time cash payments (such as performance awards and recruitment or relocation bonuses) or payments that may vary from one pay period to the next (such as overtime pay), or other forms of premium pay.
- Block 20A is the scheduled amount for your grade and step, including any special salary rate you receive. It does NOT include any locality-based pay. This rate of pay serves as the basis for determining your rate of pay upon promotion, change to a lower grade, or reassignment, and is used for pay retention purposes.
- Block 20B is the annual dollar amount of your Interim Geographic Adjustment or, beginning in 1994, your locality-based comparability payment.
- Block 20C is your Adjusted Basic Pay, the total of blocks 20A and 20B. It serves as the basis for computing your retirement benefits, life insurance, premium pay, and severance pay.
- Block 20D is the total dollar amount of any Retention Allowances, Supervisory Differentials, and Staffing Differentials that are listed in the remarks block. These payments are made in the same manner as basic pay, but are not a part of basic pay for any purpose.

**Block 24 - Tenure**

- Identifies the nature of your appointment and is used to determine your rights during a reduction in force (RIF). Tenure groups are explained in more detail in subchapter 26 of FPM Supplement 296-33 and RIF is explained in FPM Supplement 351-1; both should be available for review in your personnel office.

**Block 26 - Veterans Preference for RIF**

- Indicates whether you have preference for reduction-in-force purposes.

**Block 30 - Retirement Plan**

- FICA - Social Security System
- CS - Civil Service Retirement System
- CS-Spec - Civil Service Retirement System for law enforcement and firefighter personnel
- FS - Foreign Service Retirement and Disability System
- FERS - Federal Employees' Retirement System
- FERS-Reserve Tech - Federal Employees' Retirement System for National Guard Reserve Technicians
- FERS-ATC - Federal Employees' Retirement System for Air Traffic Controllers
- FERS-Spec - Federal Employees' Retirement System for law enforcement and firefighter personnel
- FSPS - Foreign Service Pension System

- If your appointment entitles you to elect health benefits or life insurance, and you have not been provided materials explaining the programs available and the enrollment forms, contact your personnel specialist.

- Your personnel specialist will also tell you if your position is covered by an agreement between an employee organization (union) and your agency. If you are eligible to and elect to join an employee organization, you can

**Block 31 - Service Computation Date (Leave)**

- Shows when your Federal service began unless you have prior creditable service. If so, this date is constructed to include your total years, months and days of prior creditable civilian and military service.
- Full-time employees with fewer than 3 years of service earn 4 hours of annual leave each pay period; those with 3 or more years but less than 15 years earn 6 hours each pay period; and those with 15 or more years earn 8 hours each pay period.
- Your earnings and leave statement or your time and attendance card will show the rate at which you earn leave and your current unused leave balance.

**Block 32 - Work Schedule**

- Your work schedule is established by your supervisor.
- A full-time employee works on a prearranged scheduled tour of duty that is usually 40 hours per week. A part-time employee has a prearranged scheduled tour of duty that is usually between 16 and 32 hours per week. An intermittent employee has no prearranged scheduled tour of duty and works when needed.
- Full-time and part-time employees whose appointments are for 90 days or more are usually eligible to earn annual leave; intermittent employees are not.
- Seasonal employees work on an annually recurring basis for periods of less than 12 months each year; they may have a full-time, a part-time, or an intermittent schedule during their work season.
- On-call employees work during periods of heavy workload and are in pay status for at least 6 months of each year; they may have either a full-time or a part-time schedule when they are in pay status.

**Block 33 - Part-time Hours Per Biweekly Pay Period**

- Indicates the number of hours a part-time employee is scheduled to work during a two-week pay period.

**Block 34 - Position Occupied**

- Identifies the employment system under which you are serving - the Competitive Service, the Excepted Service, or the Senior Executive Service (SES).
- The employment system determines your eligibility to move to other jobs in the Federal service, your rights in disciplinary and adverse actions, and your eligibility for reemployment if you leave Federal service.

**Block 35 - FLSA Category**

- Exempt employees are not covered by the minimum wage and overtime Law (the Fair Labor Standards Act); nonexempt employees are covered.

**Block 37 - Bargaining Unit Status**

- Identifies a bargaining unit to which you belong, whether or not you are actually a member of a labor organization. Code "7777" indicates you are eligible but not in a bargaining unit; code "8888" indicates you are ineligible for inclusion in a bargaining unit.

**Block 38 and 39 - Duty Station**

- Identifies the city, county, and state or the overseas location, where you actually work.

**OTHER INFORMATION**

elect to have your dues withheld from your salary.

- If you have questions or need more information about your rights and benefits, ask your supervisor or your personnel office.

- Definitions for any coded data in Blocks 1-24, 27-39 and 45-50 may be found in Federal Personnel Manual Supplement 292-1.

It is your responsibility to read all the information on the front of this notice and tell your personnel office immediately if there is an error in it.

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) SEBALA, PETER G.				2. Social Security Number 576-56-4295		3. Date of Birth 08-27-1949		4. Effective Date 10-01-2002															
<b>FIRST ACTION</b>				<b>SECOND ACTION</b>																			
5-A. Code 790		5-B. Nature of Action Realignment				6-A. Code		6-B. Nature of Action															
5-C. Code UNM		5-D. Legal Authority UMD DTD 09-27-02				6-C. Code		6-D. Legal Authority															
5-E. Code		5-F. Legal Authority				6-E. Code		6-F. Legal Authority															
7. FROM: Position Title and Number MOBILE EQUIPMENT SERVICER C0342 - 119038						15. TO: Position Title and Number MOBILE EQUIPMENT SERVICER C0342 - 119038																	
8. Pay Plan WG		9. Occ. Code 5806		10. Grade/Level 06		11. Step/Rate 02		12. Total Salary \$18.09		13. Pay Basis PH		16. Pay Plan WG		17. Occ. Code 5806		18. Grade/Level 06		19. Step/Rate 02		20. Total Salary/Award \$18.09		21. Pay Basis PH	
12A. Basic Pay \$18.09		12B. Locality Adj. \$0		12C. Adj. Basic Pay \$18.09		12D. Other Pay \$0		20A. Basic Pay \$18.09		20B. Locality Adj. \$0		20C. Adj. Basic Pay \$18.09		20D. Other Pay \$0									
14. Name and Location of Position's Organization 15 LOGISTICS SUPPORT DV PAC COMMAND: 0R LSDVMG ORG-STR: LSDVMG HICKAM AFB HI 96853-5000 AUTH PAS: HL0RFSXY												22. Name and Location of Position's Organization LOGISTICS READINES DV PAC COMMAND: 0R VEHICLE MAINTENANC ORG-STR: LGRVM HICKAM AFB HI 96853 AUTH PAS: HL0RFJKD											

<b>EMPLOYEE DATA</b>																							
23. Veterans Preference 2 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%												24. Tenure 0 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite				25. Agency Use		26. Veterans Preference for RIF X YES NO					
27. FEGLI A0 Ineligible						28. Annuitant Indicator 9 Not Applicable						29. Pay Rate Determinant 0											
30. Retirement Plan 2 FICA						31. Service Comp. Date (Leave) 06-24-2000						32. Work Schedule F Full-Time						33. Part-Time Hours Per Biweekly Pay Period					
<b>POSITION DATA</b>																							
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved						35. FLSA Category N E - Exempt N - Nonexempt						36. Appropriation Code 124000 27596A						37. Bargaining Unit Status AF0931					
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40. Agency Data				41.				42.				43.				44. DOD Payroll Office, Pensacola, FL (DE) DE							
45. Remarks																							

EXHIBIT

C

46. Employing Department or Agency Pacific Air Forces (AF0R)			50. Signature/Authentication and Title of Approving Official Hong V. Miller SUPERVISOR HUMAN RESOURCES SPECIALIST 000032		
47. Agency Code AF0R		48. Personnel Office ID 2287		49. Approval Date 10-09-2002	



**DEPARTMENT OF THE AIR FORCE  
PACIFIC AIR FORCES**

April 7, 2003

15LRD/LGRVMG  
135 A Street  
Hickam AFB, Hawaii, 96853-5212


Peter Sebala  
1399 California Ave.  
Wahiawa, Hi. 96786

Dear Mr. Sebala,

Your name was referred for consideration in filling the position of Mobile Equipment Servicer WG5806-6. I have selected someone for that position. The quality of candidates referred made the selection process very challenging.

Thank you for the opportunity to consider you. I wish you continued success in your pursuit of employment with the Air Force.

Sincerely,

  
Randy Nunes  
Selection Official

**EXHIBIT**

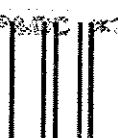
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SENDER: COMPLETE THIS SECTION		COMPLETE THIS SECTION ON DELIVERY	
<ul style="list-style-type: none"> <li>■ Complete items 1, 2, and 3. Also complete item 4 if Restricted Delivery is desired.</li> <li>■ Print your name and address on the reverse so that we can return the card to you.</li> <li>■ Attach this card to the back of the mailpiece, or on the front if space permits.</li> </ul>		A. Signature X <i>[Signature]</i> <input checked="" type="checkbox"/> Agent <input type="checkbox"/> Addressee	
1. Article Addressed to:  <i>Daniel Trope</i> <i>300 Alapona 7 712</i> <i>HNC 96850</i>		B. Received by (Printed Name) <i>[Signature]</i> C. Date of Delivery <i>5/19/03</i> D. Is delivery address different from item 1? <input type="checkbox"/> Yes If YES, enter delivery address below: <input type="checkbox"/> No	
2. Article * (Transf.) PS Form		3. Service Type <input checked="" type="checkbox"/> Certified Mail <input type="checkbox"/> Express Mail <input type="checkbox"/> Registered <input type="checkbox"/> Return Receipt for Merchandise <input type="checkbox"/> Insured Mail <input type="checkbox"/> C.O.D. 4. Restricted Delivery? (Extra Fee) <input type="checkbox"/> Yes	

95-02-M-1035

UNITED STATES POSTAL SERVICE



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USPS  
Permit No. G-10

• Sender: Please print your name, address, and ZIP+4 in this box •

PETER G SEBALA  
1399 CALIFORNIA AVE  
96786

EXHIBIT

000096



COPY OF ORIGINAL LETTER TO  
SENATE & CONGRESS

April 28, 2003

Dear Congressmen,

My name is Peter Gerald Sebala. I am a Viet Nam Vet. and I've have applied in the last three months for two job openings at H.A.F.B. The first application was for a gardener position. The second application was for a vehicle mobile equipment servicer tire shop.

I was checking on my applications and found that I was by passed twice. The gardener job was given to a non Vet over a Vet. I called civilian personel employment and questioned why a non Vet got hired over me. Beverly, at personel said there should have been a block on that and would check on it. The following day Beverly called me back and told me that I had scored low on my application. I didn't understand, a non Vet over a Vet.

I have an agricultural back ground. I worked at Oahu Sugar Co. first as a seed cutter and planter of sugar cane, also irrigated, fertilized and treated fields with pesticides etc. I worked at Del Monte Pineapple every summer while in High School. From what I've been told, he is a young man of his early twenties.

I have called Civilian Personel at H.A.F.B, Tanya Stels-Randolf A.F.B, Vet Affairs, Melody Hudson-Work Link-Vet out reach program, Gill Hough-Laboring and Hiring and Federal Job Information. I have a situation that needs help. I am 53 years old and going in circles.

The Second Job was for a Vehicle mobile Equipment servicer tire shop. I was hired for this job in January 28, 2002 and worked until January 28, 2003 as an emergency hire. I was told this job would be terminated then would reopen for a permanent position. I had reapplied and was considered but didn't get the job. I talked to Randy Nunes and asked him why Cris over me. I worked there one whole year. Cris and I were hired at

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the same time. Randy said he picked the best qualified person.. I told him I have 24 to 25 years experience. Cris is 24 to 25years old. I've worked with tires longer then he's been alive. How much more experience do I need. Randy said Cris had his tire experience in the service. I've got nothing against this person, we worked together for one year. I will put all my experience against his any day. I do want to work and I think I'm being discriminated. I told Randy Nunes I just wanted inforation to follow up on this matter and he said go ahead. Randy had also said that he could use Cris in the body and fender shop. Plus he is young and has a family. Isn't this age discrimination? Body and fender was not on the job application. I have a person that would swear on those words from Randy. I also feel its a personal grudge he has on me. I was there about 3 to 4 months and filed a grievance on him and he never got over it. I'm 53 years old and I have another 10 to 15 good years left and I don't want to waste them. It hurts me very much that I'm healthy and strong and struggling to pay my bills. I'm going in circles, PLEASE HELP!

Thank you,

Peter G. Sebala

SENDER COMPLETE		THIS SECTION ON DELIVERY	
<p>■ Complete items 1, 2, 3, and 4 if Restricted Delivery is desired.</p> <p>■ Print your name and address on the reverse so that we can return the card to you.</p> <p>■ Attach this card to the back of the mailpiece, or on the front if space permits.</p>		<p>A. Signature <u><i>Domine J...</i></u> <input type="checkbox"/> Agent <input type="checkbox"/> Addressee</p>	
<p>1. Article Addressed to:</p> <p><i>DAVID AKAKA</i> <i>300 ALA MOUA 3-106</i> <i>HNL 96850</i></p>		<p>B. Received by (Printed Name) <u><i>Domine J...</i></u> C. Date of Delivery <u><i>1/5/03</i></u></p>	
<p>2. Article Number (Transfer)</p> <p>PS Form 3849</p>		<p>D. Is delivery address different from item 1? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If YES, enter delivery address below:</p>	
		<p>3. Service Type</p> <p><input type="checkbox"/> Certified Mail <input type="checkbox"/> Express Mail</p> <p><input type="checkbox"/> Registered <input type="checkbox"/> Return Receipt for Merchandise</p> <p><input type="checkbox"/> Insured Mail <input type="checkbox"/> C.O.D.</p>	
		<p>4. Restricted Delivery? (Extra Fee) <input type="checkbox"/> Yes <input type="checkbox"/> No</p>	

15-02-M-1035

HONOLULU F&amp;DC \*2X 03/16/03 \*23 29\*

UNITED STATES POSTAL SERVICE



First-Class Mail  
Postage & Fees Paid  
USPS  
Permit No. G-10

• Sender: Please print your name, address, and ZIP+4 in this box •

*PETER G SEBALA*  
*1399 CALIFORNIA AVE*  
*96786*

EXHIBIT

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00007



COPY OF ORIGINAL LETTER TO  
SENATE & CONGRESS

April 28, 2003

Dear Congressmen,

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Thank you,

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<p>■ Complete items 1, 2, and 3. Also complete item 4 if Restricted Delivery is desired.</p> <p>■ Print your name and address on the reverse so that we can return the card to you.</p> <p>■ Attach this card to the back of the mailpiece, or on the front if space permits.</p>		<p>A. Signature  <input checked="" type="checkbox"/> <i>Theresa L. L...</i> <input type="checkbox"/> Agent  <input type="checkbox"/> Addressee</p>	
<p>1. Article Addressed to:</p> <p><i>Neil Abecassis</i>  <i>300 Alameda 4-104</i>  <i>HN L 96850</i></p>		<p>B. Received by (Printed Name) <i>Theresa L. L...</i> C. Date of Delivery <i>ENCLAS</i></p>	
<p>2. Article No. (Transfer)</p> <p>PS Form 3</p>		<p>D. Is delivery address different from item 1? <input type="checkbox"/> Yes          If YES, enter delivery address below: <input type="checkbox"/> No</p>	
		<p>3. Service Type  <input type="checkbox"/> Certified Mail <input type="checkbox"/> Express Mail  <input type="checkbox"/> Registered <input type="checkbox"/> Return Receipt for Merchandise  <input type="checkbox"/> Insured Mail <input type="checkbox"/> C.O.D.</p>	
		<p>4. Restricted Delivery? (Extra Fee) <input type="checkbox"/> Yes</p>	

INDULU P&DC \*2\* 05/16/03 \*23 20\*

UNITED STATES POSTAL SERVICE



First-Class Mail  
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 USPS  
 Permit No. G-10

• Sender: Please print your name, address, and ZIP+4 in this box •

*PETER G SEBALL*  
*1399 CALIFORNIA AVE*  
*96786*

EXHIBIT 9

000083

*COPY OF ORIGINAL*  
*SENATE & CONGRESS*

April 28, 2003

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*Encl 2-30811*  
*000080*

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Thank you,

Peter G. Sebala

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Encl 2 p 4 of 11